

**From:** DA Daily PM Newsletter enewsletter@districtadministrationmagazine.com  
**Subject:** 4 noteworthy superintendent hires, 1 surprising switch and a termination  
**Date:** July 10, 2023 at 4:02PM  
**To:** mike.lafavers@boyle.kyschools.us



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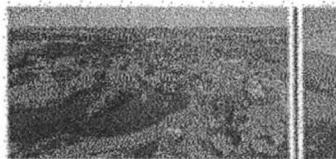
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The Two-Minute Afternoon Briefing for K-12 Leaders

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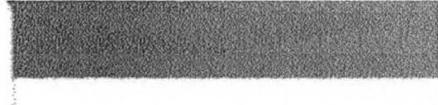
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## POST OF THE WEEK



Matt Rivera, C.P.M. • 3rd+

Public Procurement & Acquisition Consultant | Collaborativ...

6d • Edited •

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Pressures on those in public school leadership positions have been extraordinary these past three years.

I heard over the radio once about Ten Reasons Not to Resign in the context of congregational ministers...they share some similar characteristics as a School Superintendent.

A Superintendent is there to serve and lead his or her district, not unlike a minister with a congregation. So, with some adaptations here are some heartfelt words about Ten Reasons not to Resign.

#leadership #school #schoolleadership #studentsuccess #why #people  
#Superintendents #schooladministrators

**“We live in constant tension between the urgent and the important.”**

- Charles E. Hummel



## TOP STORY



### 4 noteworthy superintendent hires, 1 surprising switch and a termination

Superintendent hires are continuing at a rapid clip so far this summer, while one leader has made an unexpected career move and yet another's tenure came to an abrupt end.

[Read more >>](#)

## UPCOMING WEBINARS / DA Ed Talk

### Bridging the Gap: Practical Solutions to Teacher Shortages

*Sponsored by Pearson Virtual Schools*

In this 20-minute DA Ed Talk, an associate superintendent from the Madison (Wis.) Metropolitan School District will discuss his district's approach to teacher shortages and offer practical strategies that can help ensure your students' needs are met, without compromising the quality of their education.

[Register now >>](#)

## **Creating a Culture of Connection**

*Sponsored by FETC*

Join educators, authors, school leaders and consultants Joe Sanfelippo and Jimmy Casas for this insightful session as they draw from their years of experience to share what it takes to make a positive impact on school culture and create an environment where all students and staff can be a part of something great

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## **Meeting Kids Where They Are: Tips for Ensuring All Students Thrive Together**

*Sponsored by Elevate K-12*

Join us for a 30-minute Ed Talk to explore how we can reconfigure our old systems, practices, and paradigms to strengthen our commitment to meeting ALL students where they are, placing each student at the center of the learning process.

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## **AROUND THE NATION**

### **Black principals call for investigation of Chicago school district after they were fired from their jobs**

CNN

"If it happens once, it's an incident. It happens twice, it's a coincidence. But when it happens, three times, four times, five times, six times, seven times it is a pattern and practice of discrimination against Black principals," Attorney Ben Crump said during a news conference on Thursday.

[Read more >>](#)

### **Austin ISD teachers asked to pay back \$2,000 bonus after district accidentally overpaid some employees**

KXAN

According to a district email sent to teachers, the retention stipend was a recruitment tool meant for newly hired staff who agreed to be assigned to hard-to-staff positions. The email from the Chief Human Capital Officer said a processing error led to the bonus also going to returning employees.

[Read more >>](#)

### **Religious right gets blindsided by angry parents in a Southern California school district**

Politico



Then they banned critical race theory and rejected social studies materials that included LGBTQ rights hero Harvey Milk. Now, they're fighting for their political lives.

[Read more >>](#)

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**From:** EducationAdminWebAdvisor training@educationadminwebadvisor.com  
**Subject:** Title IX Coordinator Certification  
**Date:** July 11, 2023 at 6:02 AM  
**To:** mike.lafavers@boyle.kyschools.us



## EducationAdminWebAdvisor

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The Title IX Coordinator Certification program will enable you to:

- Address all Title IX issues that arise in your school or school district
- Master new regulations and prepare for expected changes
- Protect your school district from potential legal liability
- Prove your expertise to colleagues, students, parents, and regulators with your Title IX Coordinator Certification

Four engaging webinars will provide detailed insights that you can apply immediately to fulfill your obligations.

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#### Session 1

#### Title IX Coordinator Roles and Responsibilities

Monday, July 17

4:30 PM Eastern; 3:30 PM Central; 2:30 PM Mountain; 1:30 PM Pacific

- History, purpose, and scope of Title IX
- Procedural requirements, including designating a Title IX Coordinator, adopting grievance procedures, and disseminating a notice of non-discrimination
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- Case studies involving different common issues presented for Title IX Coordinators, including on-campus sexual discrimination, off-campus social media sexual harassment, and sexual assault involving minor students
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- Other legal issues, including First Amendment and student records concerns
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- COMPLIANCE REVIEW, INCLUDING A REVIEW OF YOUR KNOWLEDGE OF INVESTIGATIONS

Runtime of each session: 90 minutes (including Q&A)

Education law expert Rick Verstegen will help you identify the important implications of Title IX on your school. You will learn how to adopt appropriate policies, fulfill training requirements, and incorporate effective investigation techniques.

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**From:** DA Daily Newsletter [enewsletters@districtadministrationmagazine.com](mailto:enewsletters@districtadministrationmagazine.com)  
**Subject:** Recovery on hold? How academic growth sputtered in 2022-23  
**Date:** July 12, 2023 at 5:03 AM  
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## Here are 4 things you need to do to keep your security networks safe this summer

"Remember, threat actors do not take a summer break," says James Turgal, Optiv's vice president of cyber risk, strategy and board relations. "Security is a one-time event but a continuous and evolutionary practice."

[Read more >>](#)

## Sponsored Content

### The Solution to America's Public Education Crisis?

*Sponsored by Solution Tree*

While many school districts are caught in a quagmire of dismal student achievement data, Arkansas schools are experiencing an education revolution. Discover what's driving their success in student learning, as seen in the New York Times.

[Read the article >>](#)



## Recovery on hold? How academic growth sputtered in 2022-23

The road to recovery remains rocky as the academic growth that most students made in the 2022-23 school year failed to match pre-pandemic norms, according to data on grades 3-8 released Tuesday.

[Read more >>](#)

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## AROUND THE NATION

### Houston ISD cutting hundreds of jobs in reorganization under state-appointed superintendent

Houston Public Media

Some employees of the largest school district in Texas already have been told their positions are being eliminated, and more cuts are expected to be made during the next week and also during the 2023-24 school year.

[Read more >>](#)

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### Wisconsin school district can't restrict bathrooms for

LGBTQ+ students, federal judge rules

## transgender student, federal judge says

AP News

The Mukwonago Area School District must allow a transgender student to use facilities that align with their gender identity despite a restriction approved by the school board.

[Read more >>](#)

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## DeKalb school board hires superintendent's former business partner for central office post

Decaturish

Antonio Ross, the district's new director of leadership and development, is Superintendent Devon Horton's former business partner, according to a report by a citizen who investigated Horton during his time as superintendent of Evanston/Skokie District 65.

[Read more >>](#)

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**From:** EducationAdminWebAdvisor training@educationadminwebadvisor.com  
**Subject:** [MONDAY] Title IX Coordinator Certification  
**Date:** July 14, 2023 at 6:01 AM  
**To:** mike.lafavers@boyle.kyschools.us

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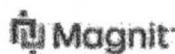


From: HR Daily Advisor eNewsletter HRDailyAdvisor@enews.blr.com  
Subject: July 14th | Managing a Multigenerational Workforce  
Date: July 14, 2023 at 10:31AM  
To: mike.lafavers@boyle.kyschools.us



# HR Daily Advisor

Friday, July 14th



## Unlock Your Contingent Workforce's Full Potential

Improve Visibility. Increase ROI. Reduce Risk.

[Get Our Quick Start Guide](#)

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## Unlock Your Contingent Workforce's Full Potential: A Quick Start Guide

Download our guide to learn how you can unlock the full potential of your contingent workforce to improve visibility, reduce risk, fill gaps, and ensure agility in today's complicated business landscape.

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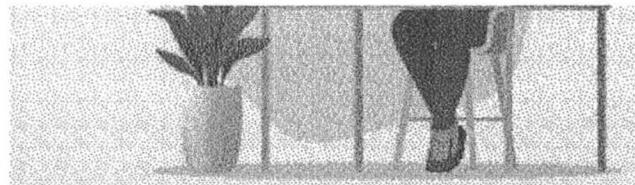
## Infographics, Learning & Development

### Managing a Multigenerational Workforce Infographic

"We must continue to strive to be great places to work by offering flexible benefits, positive work culture, and opportunities for growth and development while also trying to be a great place to be from," said John Ferguson, CHRO at NASCAR, at SHRM 2023. There are countless unique qualities to every workforce. So, how can leaders create a workplace that meets the needs of every generation in the workforce? Read our latest infographic for multigenerational management best practices.

*Want to create better first days?*





Strong candidates deserve a strong start. Learn more in The Definitive Guide to Onboarding.

[GET THE GUIDE](#)

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#### People analytics reveals metrics that boost workforce effectiveness

There isn't a single "Effectiveness Metric," instead it's a group of various metrics that when looked at together provide a clear picture of the productivity of an organization and the return on their workforce investment. Get more out of your people investment: download the guide.

[Download Now](#)

#### Diversity & Inclusion

#### LGBTQ Rights Lose to Employer's Religious Beliefs

On June 20, the U.S. 5th Circuit Court of Appeals (whose rulings apply to all Texas employers) delivered a blow to advocates of LGBTQ rights in the workplace when it sided with a self-described Christian business whose policies discriminated against gays. The lesson: Not all discrimination is unlawful discrimination.

#### Learning & Development, Recruiting

#### Quiet Quitting and Bare Minimum Mondays May Be Risky Business

While resignations have tapered off in 2023, workers' leverage in the employment relationship didn't immediately follow suit. The second half of 2022 and early months of 2023 were full of stories about growing trends like "quiet quitting," or employees' doing just enough work to not get fired, and "bare minimum Mondays," when employees do the least amount of work to start off their workweek.

#### Learning & Development

## CEOs Need Another Kind of Workout: Building Their Empathy Muscle

It's clear many employees want empathy from their leaders. A recent survey of employees by Ernst & Young found empathetic leadership boosts morale, inspires positive change within the workplace, fosters mutual respect between employees and leaders, increases productivity among employees, and reduces employee turnover. If you're a leader lacking empathy, it's time to build that muscle.

The advertisement features a woman with dark hair sitting at a desk, looking down at a laptop. To her left is a potted plant. The background is a soft-focus office environment. The text "Want to create better first days?" is displayed above her. Below the image, the text reads: "Strong candidates deserve a strong start. Learn more in The Definitive Guide to Onboarding." A "GET THE GUIDE" button is present, along with a "Powered by LiveIntent" logo and a small arrow icon.

### Virtual Master Class

## 2023 HR Department of 1 Virtual Master Class: Mastering HR Fundamentals

Master the fundamentals of HR by attending our virtual Master Class on July 18-20, 2023! Join Cristina Costa for this informative event. Our virtual workshop is designed to enable you to excel in your role as a solo HR practitioner at your organization. Register [here!](#)

### Upcoming Webinars

#### The Evolving Landscape of Employee Benefits

July 17, 2023 @ 2pm EDT

The Future of HR – Financial Wellness Benefits for a Multigenerational Workforce

 July 18, 2023 @ 2pm EDT

### Unveiling Equity Blind Spots: 4 Hidden Gaps in Your Health Benefits Strategy

 July 19, 2023 @ 12pm EDT

### Manage Diabetes Risk and Cost in Your Health Plan: Tangible ways to lower costs while also improving care

 July 20, 2023 @ 2pm EDT



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##### Title IX Coordinator Roles and Responsibilities

Monday, July 17

4:30 PM Eastern; 3:30 PM Central; 2:30 PM Mountain; 1:30 PM Pacific

- History, purpose, and scope of Title IX
- Procedural requirements, including designating a Title IX Coordinator, adopting grievance procedures, and disseminating a notice of non-discrimination
- Title IX Coordinator's responsibilities

- Title IX Coordinator responsibilities
- Potential conflicts of interest
- Recordkeeping standards
- Monitoring obligations

## **Session 2**

### **Developing Policies and Conducting Investigations**

Tuesday, July 18

4:30 PM Eastern; 3:30 PM Central; 2:30 PM Mountain; 1:30 PM Pacific

- Anti-discrimination policies
- Grievance procedures
- Roles of individuals who will assist in developing and enforcing policies and conducting investigations
- Investigation reports and written determination of sexual harassment
- Title IX Compliance Manual, including forms for complaints and dismissals
- Investigations, including interviewing witnesses, assessing credibility, and considering issues of relevance to create an investigation report

## **Session 3**

### **Specific Topics for Title IX Coordinators**

Wednesday, July 19

4:30 PM Eastern; 3:30 PM Central; 2:30 PM Mountain; 1:30 PM Pacific

- Athletics, including coaches and booster clubs
- Pregnant students and employees
- Employee matters, including wages, benefits, and conditions of employment
- LGBTQ students, including recent guidance and court cases
- New emphasis on transgender student rights
- Off-campus conduct

## **Session 4**

### **Case Studies and Compliance Audits**

Thursday, July 20

4:30 PM Eastern; 3:30 PM Central; 2:30 PM Mountain; 1:30 PM Pacific

- Case studies involving different common issues presented for Title IX Coordinators, including on-campus sexual discrimination, off-campus social media sexual harassment, and sexual assault involving minor students
- Working with law enforcement and school resource officers
- Recordkeeping requirements
- Restrictions on retaliation and confidentiality
- Other legal issues, including First Amendment and student records concerns
- Compliance review, including a records audit and knowledge of investigators

- Compliance review, including a records audit and knowledge of investigations

**Seats are also available for:**

**Monday, October 9 - Thursday, October 12, 2023**

4:30 PM Eastern; 3:30 PM Central; 2:30 PM Mountain; 1:30 PM Pacific

Runtime of each session: 90 minutes (including Q&A)

Education law expert Rick Verstegen will help you identify the important implications of Title IX on your school. You will learn how to adopt appropriate policies, fulfill training requirements, and incorporate effective investigation techniques.

**Can't attend the live sessions?** You can choose the [self-paced certification](#) option and get expert answers to your questions after the sessions.

Please join us!

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## **Presented by:**

**Richard F. Verstegen**

- Partner with Boardman & Clark, LLP of Madison, Wisconsin
- School Law Practice Group and Labor and Employment Group
- Represents educational institutions in a variety of education law matters
- Published many articles regarding education and employment law
- Former president of the Wisconsin School Attorneys Association
- Current member of the State Bar of Wisconsin
- JD degree from the University of Wisconsin Law School

## **Who should attend?**

- School administrators
- Human resources professionals
- Title IX coordinators

- Student services professionals
- Other school officials

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**From:** EducationAdminWebAdvisor training@educationadminwebadvisor.com  
**Subject:** [TODAY] Title IX Coordinator Certification  
**Date:** July 17, 2023 at 6:02 AM  
**To:** mike.lafavers@boyle.kyschools.us

E

## EducationAdminWebAdvisor

### Title IX Coordinator Certification (K-12)

## Master new Title IX regulations and earn a certification. Fulfill your policy, training, and investigation obligations.

Title IX Coordinators must understand all aspects of the position, including developing policies, conducting investigations, monitoring compliance, and providing accommodations.

New Title IX regulations are coming soon with President Biden, and it's vital that your school is compliant and prepared for the 2023-24 school year.

The Title IX Coordinator Certification program will enable you to:

- Address all Title IX issues that arise in your school or school district
- Master new regulations and prepare for expected changes
- Protect your school district from potential legal liability
- Prove your expertise to colleagues, students, parents, and regulators with your Title IX Coordinator Certification

Four engaging webinars will provide detailed insights that you can apply immediately to fulfill your obligations.

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#### Session 1

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**From:** Andrew Dalton andrew@grcupdate.com  
**Subject:** The Affirmative Fair Housing Marketing Plan (AFHMP) for Multifamily Housing: What is It and Why Should I Care?  
**Date:** July 17, 2023 at 9:01 AM  
**To:** mike.lafavers@boyle.kschools.us

AD



## The Affirmative Fair Housing Marketing Plan (AFHMP) for Multifamily Housing: What is It and Why Should I Care?

On-Demand Webinar | Presented by: **Doug Chasick**

**Date:** Tuesday, July 18, 2023 | Available all day | **Duration:** 60 Mins

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Federal law requires that applicants for participation in HUD's subsidized and unsubsidized housing programs pursue affirmative fair housing marketing policies. This is to help ensure that individuals of similar income levels in the same housing market area have a like range of housing choices available to them regardless of their race, color, religion, sex (including gender identity and sexual orientation), disability, familial status, or national origin.

An AFHMP is a marketing and outreach plan that housing providers use to strategize how they will target outreach to minority groups in their local community that are least likely to apply for housing opportunities. AFHMPs are intended to help undo the effects of past federally sanctioned discrimination in housing, while helping to prevent unlawful discrimination against protected classes in current housing transactions.

In this webinar we'll learn what is required to complete and submit the AFMHP including the specific requirements and deadlines, where to obtain data and examine best practice guidance regarding the AFMHP submission process.

[Learning Objectives](#)

## **Learning Objectives.**

The goal of the AFMHP is to "achieve a condition in which individuals of similar income levels in the same housing market area have a like range of housing choices available to them regardless of their race, color, religion, sex, handicap, familial status or national origin. Each applicant for participation in FHA subsidized and unsubsidized housing programs shall pursue affirmative fair housing marketing policies in soliciting buyers and tenants, in determining their eligibility, and in concluding sales and rental transactions." (24 CFR 200.610)

### **Session Highlights:**

- What exactly is the Affirmative Fair Housing Marketing Plan (AFHMP)?
- Who must complete the AFHMP?
- What are the deadlines and specific requirements of the AFHMP?
- Where to obtain the data necessary to complete the AFHMP.
- How and when does the original submitted AFHMP be revised?
- What are the common compliance issues associated with completion of the AFHMP?
- What are the penalties for non-compliance?

**Register Now!**

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### **About Speaker:** Doug Chasick, CPM®, CAPS, CAS, ADV. RAM, CLP, SLE, CDEI

Doug Chasick, "That Fair Housing Guy", and former President of The Fair Housing Institute, has more than 46 years of investment real estate experience and has been the President or CEO of five real estate companies, responsible for portfolios of over 28,000 apartments, and more than 8 million square feet of commercial, retail and industrial properties.

**From:** Mundo Pato Inc. esther.thane@mundopato.com  
**Subject:** Time to Lower Practice Management Costs  
**Date:** July 18, 2023 at 12:56 PM  
**To:** mike.lafavers@boyle.kyschools.us



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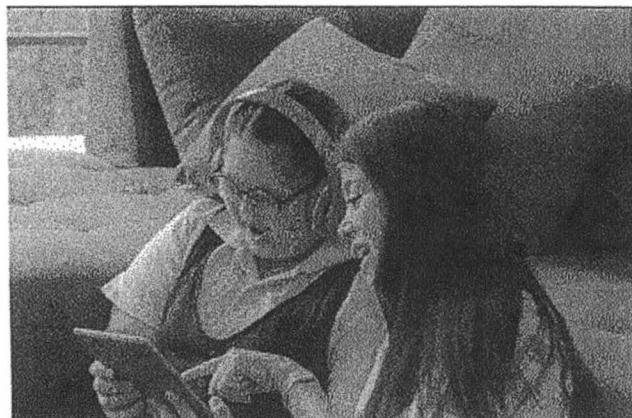


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**From:** DA Daily PM Newsletter [enewsletter@districtadministrationmagazine.com](mailto:enewsletter@districtadministrationmagazine.com)  
**Subject:** Why teaching recovery is key to getting students back on track  
**Date:** July 19, 2023 at 4:02 PM  
**To:** [mike.lafavers@boyle.kyschools.us](mailto:mike.lafavers@boyle.kyschools.us)

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## TRENDING ON DA

### What's on this principal's mind in 2023? Transparent leadership, for one

The role of the traditional K12 principal is now viewed through an entirely new lens, says Scott Gengler, principal at Wayzata High School in Plymouth, Minnesota. It's up to leaders to protect the narrative that truly reflects the good work happening in their schools.

[Read more >>](#)

## TOP STORY



### Why teaching recovery is key to getting students back on track

A "crisis in the quality of classroom teaching" is the biggest barrier to providing students with the support they need to overcome unfinished learning, according to a poll of district

leaders that was conducted by the Center on Reinventing Public Education.

[Read more >>](#)

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### Meeting Kids Where They Are: Tips for Ensuring All Students Thrive Together

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## AROUND THE NATION

### Virginia finalizes guidance on transgender students, including rolling back some accommodations

AP News

Youngkin said the guidelines, which have been sharply criticized by LGBTQ+ advocacy groups since they were first unveiled last year, will empower parents while prohibiting discrimination and creating a safe learning environment.

[Read more >>](#)

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### HISD teacher salaries will be determined by how 'important' the subject is

Chron

Since being appointed by the Texas Education Agency on June 1, Superintendent Mike Miles initially said NES teachers would make an average salary of \$85,000 per year with a potential \$10,000 stipend. Under the district's new pay scale, however, some teachers are compensated less than what was announced.

[Read more >>](#)

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### Cambridge schools are divided over middle school algebra

Boston.com

Martin Udengaard wants more for his son, and he doesn't think Cambridge schools can deliver. Cambridge Public Schools no longer offers advanced math in middle school, something that could hinder his son Isaac from reaching more advanced classes, like

calculus, in high school.

**Read more >>**

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**From:** News from NASS nass@multibriefs.com  
**Subject:** News From NASS  
**Date:** July 20, 2023 at 11:01 AM  
**To:** mike.lafavers@boyle.kschools.us

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### WHAT IS THREADS?

Tech & Learning

Meta's new app, Threads, has been a major success — but will educators move from Twitter? Tech & Learning shares this report about the new social media app that has already eclipsed the growth of Chat GPT. T&L will be exploring how Threads and other emerging technologies are reshaping how we teach and learn at their Leadership Summits. Find the dates and locations here!



### TECH & LEARNING NOW COVERING COST OF JOINING NASS

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Tech & Learning is excited to announce a new partnership with the National Association of School Superintendents. Through this partnership, Tech & Learning will promote the work of NASS members and offer a new scholarship to cover the NASS membership fee to select superintendents.

Summer has arrived and with that marks the end of another school year, but the learning doesn't have to end. Kecia Ray shares ideas and resources on how educators can use the summer for professional development, by taking a class or journaling, read more [here](#). Also, our regional summits for the fall are open for registration, please join us [here](#). Learn More

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